

MAR 20 2020

FILED



**ETHICS DISCLOSURE STATEMENT
CONFLICTS OF INTEREST – DECISIONS AND VOTING**
State Form 55880 (R / 10-15)
OFFICE OF THE INSPECTOR GENERAL
IC 4-2-6-9

In accordance with IC 4-2-6-9, you must file your disclosure with the State Ethics Commission no later than seven (7) days after the conduct that gives rise to the conflict. You must also include a copy of the notification provided to your agency appointing authority and ethics officer when filing this disclosure. This disclosure will be posted on the Inspector General's website.

Name (last) Snyder	Name (first) Anita	Name (middle)
Name of office or agency Indiana Department of Transportation- Crawfordsville District		Job title Project Supervisor
Address of office (number and street) 41 West 300 North		City Crawfordsville
Office telephone number (765) 307-0879		ZIP code 47833
Office e-mail address (required) asnyder@indot.IN.gov		

Describe the conflict of interest:

Anita Snyder is a Project Supervisor for the Indiana Department of Transportation (INDOT)- Crawfordsville District.

Anita Snyder has accepted a position with Etica Group, Inc. ("Etica"). Etica has a business relationship with INDOT, including ongoing contracts with the Department. As such, Anita Snyder's employment negotiations with Etica created a potential decisions and voting conflict of interest under IC 4-2-6-9. This disclosure is therefore being filed in anticipation of that potential conflict.

Anita Snyder is not otherwise subject to the mandatory cooling off period under IC 4-2-6-11(b). Anita Snyder is subject to the particular matter restriction (IC 4-2-6-11(a)) and may not work on any matter she participated in while with INDOT.

This disclosure was provided to Anita Snyder's appointing authority, INDOT Commissioner Joe McGuinness, on March 20, 2020.

Evidence of said disclosure to Commissioner McGuinness is filed herewith pursuant to IC 4-2-6-9(b)(2)(D).

Pursuant to IC 4-2-6-9(b)(2), this disclosure was executed and filed with the SEC within seven days (7) of the potential conflict being identified by virtue of the advise of the below signed ethics officer.

Describe the screen established by your ethics officer. (Attach additional pages as needed.)

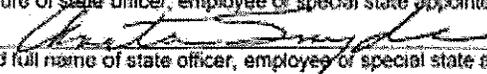
A formal screen was executed with INDOT's ethics officer preventing Anita Snyder from doing work with Etica in her capacity as an INDOT employee. Said screen prohibits Anita Snyder from under taking any of her official duties or otherwise participating in any decision or vote, or matter related to such decision or vote, involving Etica or in which Etica has an interest. Said screen further prevents Anita Snyder from assisting Etica or any other future employer with matters she personally and substantially participated in while employed by INDOT.

The screen was executed on March 20, 2020, a copy of which was sent to Commissioner Joe McGuinness along with this disclosure.

AFFIRMATION

Your signature below affirms that your disclosures on this form are true, complete, and correct to the best of your knowledge and belief. In addition to this form, you have attached a copy of your written disclosure to your agency appointing authority and ethics officer.

Signature of state officer, employee or special state appointee



Date signed (month, day, year)

March 20, 2020

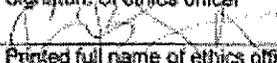
Printed full name of state officer, employee or special state appointee

Anita Snyder

FOR ETHICS OFFICER USE ONLY

Your signature below affirms that you have reviewed this disclosure form and that it is true, complete, and correct to the best of your knowledge and belief. You also attest that your agency has implemented the screen described above.

Signature of ethics officer



Date signed (month, day, year)

March 20, 2020

Printed full name of ethics officer

Christopher B. Serak

CONFLICT OF INTEREST SCREEN FOR ANITA SNYDER

March 20, 2020

I. RECITALS

WHEREAS, Anita Snyder is a Project Supervisor for the Indiana Department of Transportation, Crawfordsville District ("INDOT" or "Department"); and

WHEREAS, Anita Snyder has entered employment negotiations with Etica Group, Inc. ("Etica"); and

WHEREAS, Etica has a business relationship with INDOT; and

WHEREAS, as a Project Supervisor for INDOT, it is possible that Anita Snyder could be assigned to work with Etica, or to participate in matters involving the company as part of her regular duties; and

WHEREAS, Anita Snyder' employment negotiations with Etica created a potential decisions and voting conflict of interest under IC 4-2-6-9 requiring disclosure and a formal screen; and

WHEREAS, Anita Snyder is subject to the particular matter restriction under IC 4-2-6-11(a) and cannot assist future employers, including ETICA, with any matter she personally and substantially participated in while employed by INDOT.

NOW THEREFORE, Anita Snyder, a Project Supervisor for INDOT, Crawfordsville District, for her remaining tenure with the Department, or until she discontinues employment negotiations with Etica, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Anita Snyder must adhere to term three (3) regarding the particular matter restriction in perpetuity, for the life of the particular matter.

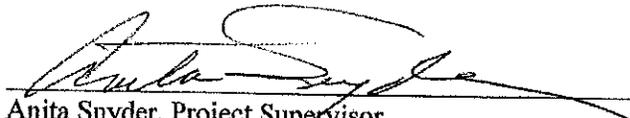
II. CONFLICT OF INTEREST SCREEN

1. Anita Snyder shall not participate in any decision or vote, or any matter related to such decision or vote, in which Etica has a financial interest.
2. Anita Snyder should be screened from participating in any present or future contract or other matter involving Etica.
3. Anita Snyder shall not assist any future employers, including Etica, with any matter she personally and substantially participated in while employed by INDOT. This restriction applies in perpetuity, for the life of the particular matter.

III. EMPLOYEE AFFIRMATION

I have read and understand the terms of the foregoing Conflict of Interest Screen, and will in all ways follow, adhere to, and satisfy the above stated restrictions on my participation in any decision or vote in which Etica Group, Inc. has a financial interest. I understand that the first two (2) terms of this screen terminate upon my leaving the Department or the discontinuation of negotiations with Etica, whichever occurs first. I further understand that term three (3) concerning the particular matter restrict applies in perpetuity, for the life of the matter. I have shared and discussed this Conflict of Interest Screen and its requirements with my supervisor.

Executed and agreed this 20th day of March, 2020, by:



Anita Snyder, Project Supervisor
Indiana Department of Transportation- Crawfordsville District

Baker, Nathaniel P

Subject: FW: Executed COI Disclosure and Screen (Anita Snyder)
Attachments: Executed COI Disclosure (Anita Snyder).pdf; Executed Internal Screen (Anita Snyder).pdf

From: Serak, Chris (INDOT)
Sent: Friday, March 20, 2020 12:40 PM
To: McGuinness, Joe <JMcGuinness@indot.IN.gov>
Cc: Kennedy, Heather <HKennedy@indot.IN.gov>; Snyder, Anita <asnyder@indot.IN.gov>
Subject: Executed COI Disclosure and Screen (Anita Snyder)

Commissioner McGuinness-

Pursuant to the notice requirements of Ind. Code 4-2-6-9(b), please find the attached conflict disclosure and internal screen executed by employee Anita Snyder. The disclosure will be filed with the Indiana Ethics Commission in satisfaction of the same.

Please let me know if you have any questions.

Thank you.

Chris

Christopher B. Serak,
Prequalification Director
Ethics Officer
Prequalification Committee (Chairman)
Selection Review Committee (Member)
Indiana Department of Transportation
Office: (317) 234-2115
Cell: (317) 440-9868
Email: chserak@indot.in.gov
Location: Room N730 (Internal Affairs)

